

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case
13-CA-250682

Date Filed
10/25/19

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer (1) 180 West Adams Street McDonald's (2) McDonald's USA		b. Tel. No. (1) (312) 580-0773 (2) (800) 244-6277
d. Address (Street, city, state, and ZIP code) (1) 180 West Adams Street, Chicago, IL 60603 (2) 110 N Carpenter Street, Chicago, IL 60607		c. Cell No.
e. Employer Representative		f. Fax No.
		g. e-Mail
		h. Number of workers employed (1) Approx. 50; (2) 100,000+
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast Food	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

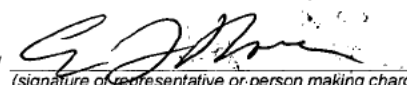
SEIU National Fast Food Workers Union

4a. Address (Street and number, city, state, and ZIP code) 850 W. Jackson, Suite 275 Chicago, IL 60607	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No. (312) 243-4731
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  Elizabeth L. Rowe, Lawyer
(signature of representative or person making charge) (Print/type name and title or office, if any)

Tel. No. (312) 372-1361
Office, if any, Cell No.
Fax No. (312) 372-6599
e-Mail erowe@laboradvocates.com

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich
8 South Michigan Avenue, Chicago, IL 60603
Address 10/25/19 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment
to Charge Against 170 West Adams Street McDonald's and McDonald's USA

2. Basis of the Charge:

Within the last six months, the above-named joint employers have, by reducing their hours and changing their shifts, discriminated and retaliated against (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for (1) signing a petition on Union letterhead demanding compliance with paid sick leave laws and, (2) as to (b) (6), (b) (7)(C), also for serving (b) (6), (b) (7)(C) in a (b) (6), (b) (7)(C) lawsuit regarding unlawful sick leave practices that was filed against 180 West Adams Street McDonald's.

Also within the last six months, the above-named joint employers have interfered with employee rights to engage in protected Union and concerted activities by engaging in surveillance of employee meetings with Union organizers and demonstrating to employees that they were doing so, asking employees about what they discussed with Union organizers, complaining to employees that they are conspiring against the joint employers by meeting with Union organizers, and staggering breaks of individuals who previously sat together on lunch breaks and who are known to associate with the Union.

In addition, and also within the last six months, the above-named joint employers have (1) threatened employees (including threats of reduced hours) for complaining about terms and conditions of employment on behalf of two or more employees, (2) expressed to employees the futility of making further complaints, (3) told the employees not to complain, and (4) told an employee that they would not investigate a written complaint about a manager's conduct toward employees because the employee who (b) (6), (b) (7)(C)

The joint-employers took the actions described above in an effort to restrain and coerce the named individuals and other employees from engaging in protected Union and concerted activities.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341



Download
NLRB
Mobile App

October 28, 2019

180 West Adams Street McDonald's
180 West Adams Street
Chicago, IL 60603

McDonald's USA
110 North Carpenter Street
Chicago, IL 60607

Re: 180 West Adams Street McDonald's and
McDonald's USA
Case 13-CA-250682

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney Kevin McCormick whose telephone number is (312)353-7594 and e-mail address is kevin.mccormick@nlrb.gov. If this Board agent is not available, you may contact Supervisory Examiner Kate Gianopulos whose telephone number is (312)353-4162.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by November 8, 2019. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the

October 28, 2019

course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to be 'Peter Sung Ohr', written over a horizontal line.

Peter Sung Ohr
Regional Director

KM/dg

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

13-CA-250682

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**180 WEST ADAMS STREET MCDONALD'S
AND MCDONALD'S USA**

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS
UNION**

Charging Party

Case 13-CA-250682

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 28, 2019, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

180 West Adams Street McDonald's
180 West Adams Street
Chicago, IL 60603

McDonald's USA
110 North Carpenter Street
Chicago, IL 60607

October 28, 2019

Date

Denise Gatsoudis, Designated Agent of
NLRB

Name

/s/ Denise Gatsoudis

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341



Download
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October 28, 2019

SEIU National Fast Food Workers Union
850 West Jackson Boulevard, Suite 275
Chicago, IL 60607-3049

Re: 180 West Adams Street McDonald's and
McDonald's USA
Case 13-CA-250682

Dear Sir or Madam:

The charge that you filed in this case on October 25, 2019 has been docketed as case number 13-CA-250682. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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October 28, 2019

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, consisting of a large, stylized 'P' followed by a long horizontal stroke and a small vertical tick at the end.

Peter Sung Ohr
Regional Director

KM/dg
Enclosure:
Copy of Charge

cc: Elizabeth Rowe, Esq.
Dowd, Bloch, Bennett, Cervone,
Auerbach & Yokich
8 South Michigan Avenue, 19th Floor
Chicago, IL 60603

November 22, 2019

VIA EMAIL

Mr. Kevin McCormick
Field Examiner
Region 13, National Labor Relations Board
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, Illinois 60604

Re: McDonald's 180 W. Adams, Case No. 13-CA-250682

Dear Mr. McCormick:

This letter is intended to provide you with additional information you requested concerning our charge, including a timeline and summary of what the facts will show. Below is a summary of the events that I anticipate the witnesses will testify about, and I am working on compiling any records that the employees have, such as schedules and paystubs, that support their accounts. I will forward you those documents when I receive them.

Reduced Hours After Employees Filed Lawsuit and Petition Against Store

All of the named employees, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C), have been experiencing increased hostility from their (b) (6), (b) (7)(C) since signing a petition on (b) (6), (b) (7)(C) 2019, which demanded that their store follow the law by properly approving and paying time off for sick leave. All of the individuals named in the charge signed the petition. Additionally, (b) (6), (b) (7)(C) is part of a (b) (6), (b) (7)(C) lawsuit filed against the store on (b) (6), (b) (7)(C) 2019 for unpaid sick leave.

((b) (6), (b) (7)(C) 2019) All of the named individuals complain about reduced hours and intimidation since filing the lawsuit and the petition. For example, (b) (6), (b) (7)(C) has been at the store for approximately (b) (6), (b) (7)(C) and has always worked about 35 hours a week. Since signing the petition, (b) (6), (b) (7)(C) hours have been approximately 20-25 hours per week. (b) (6), (b) (7)(C) has been sent home approximately 15-30 minutes early nearly every day since filing the lawsuit, reducing (b) (6), (b) (7)(C)

pay accordingly. (b) (6), (b) (7)(C) used to work 5 days a week before the petition but now only works 4 days. (b) (6), (b) (7)(C) work schedule has become more unpredictable since signing the petition. (b) (6), (b) (7)(C) schedule has remained relatively consistent since (b) (6) performs more physically demanding job duties involving moving bulk supplies that fewer other employees perform, but (b) (6) believes that (b) (6) is being paid for less hours than (b) (6) works since signing the petition.

Surveillance of Meetings With Union Organizer

(Summer 2019) Prior to filing the lawsuit, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)”), engaged in surveillance of the employees. On one occasion over the past summer, (b) (6), (b) (7)(C) met with union organizer Laura Francisco during (b) (6), (b) (7)(C) break and afterward, (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was leading a conspiracy against (b) (6), (b) (7)(C). Sometime after that, (b) (6), (b) (7)(C) filed a complaint about (b) (6), (b) (7)(C) becoming physically aggressive with (b) (6), (b) (7)(C) and about (b) (6), (b) (7)(C) general disrespectful conduct towards employees. (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) whether (b) (6), (b) (7)(C) had looked into (b) (6), (b) (7)(C) complaint. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) did not pay attention to the complaint because (b) (6), (b) (7)(C).

(Summer/Fall 2019) (b) (6), (b) (7)(C) has asked workers what they are speaking with the union organizer about, and has begun staggering the lunch breaks of (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C). The three of them used to sit together during their lunch breaks. (b) (6), (b) (7)(C) also threatened over the summer to remove the “privilege” of sitting at a table in the breakroom if workers do not keep it clean. I believe any of those three individuals can provide information about their lunch breaks or breakroom threats.

(b) (6), (b) (7)(C) 2019) (b) (6), (b) (7)(C) believes that a worker attended the union meeting on (b) (6), (b) (7)(C) and informed (b) (6), (b) (7)(C) of which workers were present. The day after the meeting, (b) (6), (b) (7)(C) intentionally physically bumped into (b) (6), (b) (7)(C) in order to intimidate (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) believes other individuals present (including the remaining named individuals) were similarly targeted by (b) (6), (b) (7)(C) after the meeting.

Other Intimidation and General Interference

(August 2019) For holidays and special events, (b) (6), (b) (7)(C) requires all workers to be on call for the shifts. Workers have been called in on the morning of holidays, such as Thanksgiving, only to be sent home half an hour into their shifts. Consistent with that practice, (b) (6), (b) (7)(C) required that all of the workers be available for all of the days of Lollapalooza this past August, and some of the individuals collectively complained about (b) (6), (b) (7)(C) policy. (b) (6), (b) (7)(C) threatened the workers that if they complained about the holiday policy, (b) (6), (b) (7)(C) would reduce their hours. I believe any of the named individuals can provide information about these threats.

(Summer/Fall 2019) (b) (6), (b) (7)(C) got stuck in the store’s walk-in freezer over the past summer and complained to (b) (6), (b) (7)(C) about the danger of employees easily becoming trapped in there. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) not to complain and threatened (b) (6), (b) (7)(C) with

consequences if (b) (6) either complained about it again or became trapped in there again. This past September, (b) (6), (b) (7)(C) became stuck in the freezer and had to kick the door hard in order to free (b) (6), (b) (7)(C). The door would not shut properly the next day, and (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that the store would charge (b) (6), (b) (7)(C) the next time that happened.

(October 2019) Every year, McDonald's corporation sends the employees a survey about the store that the store manager distributes. The survey includes questions about store management. This year, surveys were provided to employees in early October. Of the named workers above, (b) (6), (b) (7)(C) only gave a survey to (b) (6), (b) (7)(C) but (b) (6) did not feel comfortable completing it. (b) (6), (b) (7)(C) did not give a survey to (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), or (b) (6), (b) (7)(C), but other workers who are on good terms with (b) (6), (b) (7)(C) received the survey.

(Fall 2019) Since signing the petition in (b) (6), (b) (7)(C), the named workers feel like (b) (6), (b) (7)(C) is doing things to provoke and humiliate them, including screaming at individuals to work faster, berating them over little things, and publicly humiliating them in front of customers and coworkers. I believe all of the individuals have witnessed at least one instance of abuse by (b) (6), (b) (7)(C) since signing the petition, but (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) are individuals who have complained of conduct directed specifically at them.

Please let me know if you have any questions, or if there is any additional information I can provide.

Very truly yours,

/s/ Elizabeth L. Rowe
Elizabeth L. Rowe

Cc: Barry M. Bennett (via email)

From: [Elizabeth Rowe](#)
To: [Gianopulos, Kate](#)
Cc: [Barry Bennett](#); [McCormick, Kevin](#)
Subject: Re: 180 West Adams Street McDonald's; 13-CA-250682
Date: Wednesday, November 27, 2019 2:41:58 PM

Ms. Gianopulos:

In response to the call from Mr. McCormick last night regarding the need for additional time to investigate the claims, the Union agrees to withdraw the ULP at this time and will re-file it this week.

Sincerely,
Libby

On Fri, Nov 22, 2019 at 3:06 PM Elizabeth Rowe <erowe@laboradvocates.com> wrote:

Dear Mr. McCormick:

Attached please find a letter providing the additional information you requested. Please let me know if you have any questions or if there is any additional information you need from me before beginning to schedule interviews.

Sincerely,
Libby

On Fri, Nov 15, 2019 at 3:02 PM McCormick, Kevin <Kevin.McCormick@nlrb.gov> wrote:

Ms. Rowe,

Since I will need (b) (6), (b) (7)(C), can you tell me whether each witness will add something different to the case or repeating what another said? Along the same lines, could you provide me with a summary of the facts and which witness will testify to those facts? Thanks.

I will be out of the office the coming week. I will contact you once I am back. Thank you.

Kevin McCormick, Esq.

National Labor Relations Board, Region 13

219 South Dearborn, Room 808

Chicago, IL 60604

(312)353-7594

Kevin.mccormick@nrlb.gov

From: Elizabeth Rowe <erowe@laboradvocates.com>
Sent: Thursday, November 14, 2019 8:23 AM
To: McCormick, Kevin <Kevin.McCormick@nrlb.gov>
Cc: Barry Bennett <bbennett@laboradvocates.com>
Subject: Re: 180 West Adams Street McDonald's; 13-CA-250682

Mr. McCormick:

I want to confirm that I received your message, and I am working on getting you the additional information you requested. I appreciate your patience, as I was out of the office at the beginning of the week, but I hope to give you a full response by the end of the week. In the meantime, I can respond to the first two questions you posed:

The union believes all of the named individuals still would like to provide affidavits, including (1) (b) (6), (b) (7)(C), (2) (b) (6), (b) (7)(C), (3) (b) (6), (b) (7)(C), (4) (b) (6), (b) (7)(C) and (5) (b) (6), (b) (7)(C). It is my understanding that they are very much ready begin scheduling interviews as soon as you are prepared to do so. Each individual will (b) (6), (b) (7)(C)

The union organizer is working on collecting copies of schedules and pay stubs. I will get back to you soon with a summary of the evidence, but please let me know if you have any questions before then.

Thanks,

Libby

On Fri, Nov 8, 2019 at 2:52 PM McCormick, Kevin <Kevin.McCormick@nlrb.gov> wrote:

Ms. Rowe,

I am the Board Agent who has been assigned to investigate the above named charge. To assist me in processing the charge, could you please answer the following questions:

1. Which individuals named in the charge do you intend on presenting for affidavits?
2. Do those individuals speak English or will they require a translator?
3. Do you have any documents that you could submit to me showing the employees' reduction in hours?
4. Could you submit a summary by date of what facts your evidence will show?

Thank you for your cooperation in this matter.

Kevin McCormick, Esq.

National Labor Relations Board, Region 13

219 South Dearborn, Room 808

Chicago, IL 60604

(312)353-7594

Kevin.mccormick@nlrb.gov

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Elizabeth L. Rowe

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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November 27, 2019

Via Electronic mail, unless otherwise stated

180 West Adams Street McDonald's
180 West Adams Street
Chicago, IL 60603
(via first-class mail)

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Re: 180 West Adams Street McDonald's and
McDonald's USA
Case 13-CA-250682

Dear Parties:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Paul Hitterman

Paul Hitterman
Acting Regional Director

cc: McDonald's USA
110 North Carpenter Street
Chicago, IL 60607
(via first-class mail)

SEIU National Fast Food Workers Union
850 West Jackson Boulevard, Suite 275
Chicago, IL 60607-3049
(via first-class mail)

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